

SVSWA
**Commitment to
Excellence**

**Salinas Valley Solid
Waste Authority**



*2003 Solid Waste Management
Systems Excellence Award*



Engineering Manager

Monterey County and the City of Salinas

The Monterey County area, with its moderate, Mediterranean climate, is a diverse community set in a picturesque location. Low-rolling foothills, scenic valleys, groves of redwoods, spectacular mountain ranges and miles of beautiful beaches are characteristics that contribute to the high quality of life enjoyed by over 400,000 residents of the County. Monterey is the 16th largest of California's 58 counties, and its economy is largely based on the agriculture and tourism industries. There are several educational institutions located in the County, including California State University at Monterey Bay, community colleges, and other undergraduate, graduate and postgraduate level institutions.



The City of Salinas, with a population of over 150,000, is the County Seat and serves as home to the Salinas Valley Solid Waste Authority. Known as "the Salad Bowl of the World", Salinas is famous for its agricultural production and has an ideal climate for both the floral industry and viniculture, which combine with more than 100 manufacturing entities to create a strong local economy. The California Rodeo, International Air Show, and the Steinbeck Festival are annual attractions, which provide a colorful and diverse offering to residents and visitors alike.

The Salinas Valley Solid Waste Authority

The Salinas Valley Solid Waste Authority was created on January 1, 1997 as a joint powers authority (JPA) with responsibility for the solid waste facilities and disposal needs of the eastern portion of Monterey County, including the entire Salinas Valley corridor. The Authority supports the cities of Salinas, Gonzales, King City, Greenfield, Soledad and adjoining unincorporated areas within Monterey County. The Authority currently owns two active landfill sites, one closed landfill, and a transfer station with the responsibility for all facility operations and regulatory compliance.

The JPA has a nine member Board of Directors, consisting of three members of the Salinas City Council, two members from the Monterey County Board of Supervisors, and one member each from the city councils of Gonzales, Greenfield, King City and Soledad. The Authority staff currently consists of 16 authorized positions.

The Engineering Manager Position

The position of Engineering Manager is a key, multifaceted role in this agency and reports to the General Manager. As part of the management team leading the evolution to a totally independent organization, the Manager will play an active administrative role in helping create the infrastructure related to capital projects and operational budgets for each of the sites. This position has two direct reports and will manage construction and improvement projects, and oversee numerous contracts with field operations. S/He will also be the interface with the JPA member agencies, landfill operators and regulatory agency representatives.

Key Priorities

The key priorities of this role include several complex projects ranging from the completion of a major landfill expansion project, to the development of a new regional landfill facility.

Additionally, a new transfer station facility will be constructed in the immediate future. Another operational challenge involves the finalization of a revised Master Plan for two existing landfills. With an eye to the future, the new Manager must also define and identify the future engineering and operational

needs to meet the challenges of an organization that is still in its infancy.



The Ideal Candidate

The ideal candidate will possess the following key competencies:

Communication and Motivation – Speaks clearly and persuasively; listens and gets clarification; responds well to questions; demonstrates group presentation skills; participates constructively in meetings; accurately represents Authority policies, programs and services to the Board of Directors, employees, contractors, representatives of other agencies and the public; writes clearly and informatively; edits work for spelling and grammar; able to read and interpret written and financial information. Sets and achieves challenging goals; demonstrates persistence and overcomes obstacles; measures self against standard of excellence; takes measured risks to accomplish goals.

Problem Solving –Comprehends complex or diverse information; uses intuition and experience to interpret data and drive decisions; designs work flows and procedures; collects and analyzes data skillfully on technical, analytical, financial and administrative topics; identifies and resolves problems in a timely manner; develops alternative solutions; uses reason even when dealing with emotional topics; able to make timely decisions; exhibits sound and accurate judgment; supports and explains reasoning for decisions; includes appropriate people in decision-making process.

Leadership and People Management – Includes others in planning, decision-making, facilitating and process improvement; takes responsibility for subordinates' activities; makes self available to staff; provides regular performance feedback; develops staff skills and encourages growth; solicits and applies feedback; improves processes and services; continually works to improve supervisory skills; delegates appropriately; exhibits confidence in self and others; inspires and motivates others to perform well; effectively influences actions and opinions of others; gives appropriate recognition to others; balances team and individual responsibilities; exhibits objectivity and openness to others' views and tries new concepts; contributes to building a positive team spirit; puts success of team above own interests; able to build morale and group commitments to goals and objectives; supports everyone's efforts to succeed; focuses on solving conflict, not blaming; maintains confidentiality; listens to others without interrupting; keeps emotions under control.

Cost Consciousness – Works within approved budget; develops and implements cost saving measures; conserves organizational resources.

Planning/Organizing – Plans and prioritizes work activities; uses time efficiently; sets realistic goals, objectives and action plans; organizes or schedules other people and their tasks.

Experience & Education

The new Engineering Manager will be an entrepreneurial leader with exceptional project management and solid administration skills. A mentor with excellent interpersonal skills; a keen sense of political nuances; and a flexible, hands-on style will be the ideal fit for this role. The successful candidate will have eight years of engineering experience in planning, design and construction management of public works projects including at least three years in a supervisory/management role. A Bachelor's degree from an accredited college or university may serve as four (4) years of experience. A Master's degree is equivalent to five years of experience. Registration as a Professional Engineer is required. Previous experience with landfills and/or solid waste transfer stations is desirable although not required.

Compensation & Benefits

The Authority has a competitive compensation and benefits program. The base salary range for this position is \$6,590 to \$8,229 monthly, DOQ. In addition, the benefits include:

- ◆ **Social Security:** The Authority does not participate in Social Security FICA but does participate in Medicare.
- ◆ **Retirement Plan:** CalPERS 2% @ 55. Employees pay employee contribution of 7% on a pre-tax basis.
- ◆ **Annual Leave:** Vacation and sick leave are combined into Annual Leave. First year accrual is equal to 22 days per year. A portion may be cashed out annually.
- ◆ **Management Leave:** A minimum of 80 hours of management leave is accrued annually.
- ◆ **Holidays:** The Authority provides 13 paid holidays per year.
- ◆ **Health Insurance:** The Authority offers PERS Choice medical insurance, dental and vision coverage for employees and eligible dependents. Employees pay between \$16 and \$41 per pay period toward the premium for the employee and/or dependent care coverage.
- ◆ **Deferred Compensation:** Employees are eligible to contribute to the Authority Deferred Compensation Plan. Investment vehicles are ICMA.
- ◆ **Bilingual Pay:** Five percent (5%) of base salary shall be paid to an employee assigned by management to speak and use a language other than English in the course of the employee's duties.
- ◆ **Life Insurance:** The Authority provides a term life insurance policy equal to one time annual salary.
- ◆ **Long-Term Disability (LTD) and Short Term Disability (SDI):** The Authority provides for the cost of LTD; employees pay the .9% for SDI.
- ◆ **Physical Exams:** Employees are eligible for an Authority paid biennial physical 24 months from date of hire. Thereafter, employees are eligible every 24 months. Employees age 40 and over, are eligible every 18 months.
- ◆ Additional benefits include Physical Fitness/Wellness Program, Tuition Assistance, Bereavement Leave, and Employee Assistance Program (EAP).

The Process

Qualified candidates are invited to submit a letter of interest, a detailed resume delineating experience and periods of employment, salary history and five work-related references. Letters of recommendation are neither requested nor accepted. Materials may be mailed or emailed to:

Barbara Santos
CPS Human Resource Services
241 Lathrop Way
Sacramento, CA 95815
E-mail: svswa@cps.ca.gov

Application materials must be received no later than Friday, November 25, 2005.

If you have any questions regarding your application for this position, please contact Dianne Grandfield at 916-263-3614 x3035.

Following a review of all resumes, candidates deemed most qualified may participate in a telephone interview. A select group will be invited to participate in an interview process tentatively scheduled to occur in mid January. The Authority anticipates a February 1 start date for the selected candidate.

The Salinas Valley Solid Waste Authority is an Equal Opportunity Employer